



Days gone by at Gordon Head...



Among the photos collected for the Gordon Head campus history project is this one of the Pease family residence. The Pease family left their Gordon Head residence after the first World War. The house was later removed from its original location near Haro Road and was renovated to become the present-day University Health Services Building. Victorias Archives 89510-37. Photo by H.U. Knight.

History of Gordon Head campus is "vast and unending"

The exhibit on the history of the Gordon Head campus is nearing completion, reports UVic Archives. The project has been such a success in terms of material collected that assembling the exhibit has taken longer than anticipated, explain University Archivist Chris Petter and project researcher Claire Heffernan.

"The response from the public has been remarkable. Many of the photographs for the exhibit were donated from residents of Greater Victoria. Others loaned books and provided anecdotal material, articles and research tips. A

number of UVic professors have also advised me on various topics and donated photographs," says Heffernan, adding that she is "delighted" with the results of her research.

"The long term objective of the exhibit is to convey a precise account of what activities transpired on the campus land," says Petter. "Meticulous research is required as the exhibit will be widely circulated around the community for many years."

Heffernan has gathered material from a wide range of institutional sources. The oldest map reproduction of the campus

land was obtained from the Surveyor General in Victoria. This 1848 hand drawn map verifies the existence of an Indian village in Cadboro Bay and refers to the Oak Bay portion of the campus as the "Hudson's Bay Company Fur Trade Lands." Photographs dating back to the 1890s have been collected from as far away as the American Museum of Natural History in New York.

Summer holidays caused delays in completing photographic and mapping orders, says Heffernan. "When all the material arrives, we will have a

continual visual history of the Gordon Head campus from 10,000 B.C. to the 20th century."

Says the project's historical consultant Dr. Peter Smith (Classics), "Although the history of the University land is vast and unending, Ms. Heffernan has made substantial progress in pursuing documentation and assembling relevant information. We shall be indebted to her for what she has achieved this past summer."

Archives is continuing its quest to raise funds to purchase a portable display unit for the exhibit, Petter adds.

Workshops offer insights into Canadian unity agreement

UVic is co-sponsoring two free public discussion sessions in October on the Canadian unity agreement and the Oct. 26 national referendum question.

A Unity Agreement Workshop on Oct. 3 from 9 a.m. to 4:30 p.m. in the David Lam Auditorium (MacLaurin Building A-144) will feature a panel representing various viewpoints on the Charlottetown accord. The panelists will present their positions, respond to questions, and participate in small group discussions with those in attendance. Among the panelists will be Lynn Hunter, MP, Saanich-Gulf Islands, Dr. Josie Schofield, political scientist and community activist, and Dr. Fred Knelman, Environmental Studies Program at UVic. The workshop will be chaired by Jane Abramson, Professor Emeritus and an experienced facilitator. Other panelists will be confirmed.

A Public Forum on the Unity Agreement will be held on Oct. 19 from 7 p.m. to 9:30 p.m. in Begbie Building Room 159.

Following a panel discussion by community leaders, participants will have a chance to raise questions and present issues of concern. Moderated by Dr. Sam Scully, Vice-President, Academic and Provost, the panel will include Professor Maureen Maloney, Dean, Faculty of Law and others to be determined.

Everyone is invited to attend either or both of the discussions. The workshops are sponsored by the Faculty of Law, the Division of University Extension, and by C-FAX 1070 Radio. For further information and to register in advance for these free discussion sessions, please call the Division of University Extension at 721-8526.

Insights into Japango offered over lunch

On Oct. 15 at 12:30 p.m. Richard Epp, playwright of the Christopher Columbus script, *Japango*—which opens at the Phoenix that night—will speak. Epp's lecture will be held at the Phoenix and is free and open to the public.

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The Manager of Financial Aid Services is concerned about the treatment his staff received during work study hiring procedures.....p. 2

Part one of a series covering the issue of staff training and development at UVic.....p. 4



Don Pierce photo

The Honourable Tom Perry cut the ribbon to open UVic's new Human and Social Development Building on Sept. 24. He was assisted by Dean of Human and Social Development James McDavid (left), President David Strong (second from right) and Douglas Enns in his first public performance as Chair of the UVic Board of Governors. The building contains the Office of the Dean, a 150-seat lecture theatre, nine classrooms, including three computer laboratories and a teleconference classroom, and four observation laboratories and viewing rooms. Architects for the building were Wagg & Hambleton and the general contractor was Farmer Construction Ltd.

Games' campus construction projects on schedule

New track and residences being built in time for Commonwealth Games

By KEN FARIS

Campus construction projects in preparation for the 1994 Commonwealth Games are on track, thanks to good planning, timely contractors, and co-operative weather.

Two years from now, UVic's Centennial Stadium will provide the setting for the Games' opening and closing ceremonies and track and field events. The Games' badminton events will take place in the McKinnon Building, and the accommodations in the Athletes' Village will be made up of UVic's existing residences and the new Family Student Housing Project.

Students and faculty members who have returned to campus this fall will no doubt notice several changes to the area near Centennial Stadium, where a new warm-up track and an all-weather, sand-based field were prepared over the summer, together with an artificial turf for the field hockey pitch.

Chew Excavating Ltd. of Victoria was contracted in June to do the site prepara-

tions for the new four-lane track and the field work. Chew, which is still working on the site as part of its \$1.4 million contract, has done all the work up to and including the paving of the new 400-metre track and adjoining sprint lanes, and laying the special sport field sod in the warm-up track infield. Chew also excavated the site of UVic's former grass field hockey pitch, adjacent to the McKinnon Building, and installed a sand foundation for better drainage of the field. This, along with a new artificial playing surface, will allow field hockey to be played all year 'round, once the artificial turf has been laid.

Peter Lutzmann, General Manager of Facilities for the Victoria Commonwealth Games Society (VCGS), says the field hockey pitch upgrade is a Commonwealth Games legacy to the University, paid for by the VCGS to compensate for the loss of UVic's second grass hockey pitch to accommodate the warm-up track. The total VCGS budget for the Commonwealth Games stadium is \$12 million,

provided by the provincial and federal governments, and corporate sponsors.

"The artificial turf was supposed to have been laid in August but there was a shortage in North America so we had to buy some from Holland," says Lutzmann, adding that the new surface is being laid and is expected to be in by the beginning of October.

Martin Surfacing Inc. of Washington state has been contracted to lay the turf for the all-weather field hockey pitch. Martin will also be surfacing the warm-up track with a polyurethane track surface, similar to the one in Centennial Stadium. This surface will be laid once the asphalt has dried and cured, which should be the end of September.

Martin will receive approximately \$400,000 for its work on the field hockey pitch, and about \$200,000 for surface work on the warm-up track and infield, says Lutzmann.

In addition to the new warm-up track and field hockey pitch, Chew Excavating has changed the level of the field to the east of Centennial Stadium. Lutzmann says this is being done to provide a more solid foundation for planned permanent and temporary seating overlooking Centennial Stadium for the Commonwealth Games.

"Between the two tracks the area was

quite boggy, so Chew has stripped the topsoil and replaced it with a more solid, free-draining material to accommodate the new seating," says Lutzmann. "After the Games, topsoil will be brought on site to restore an improved playing field between Centennial Stadium and the warm-up track."

Lutzmann explains that extra seating will be added to the existing stands overlooking Centennial Stadium for the duration of the Games, to accommodate 32,500 spectators for each event. New permanent seating for about 2,000 will be built across the track from the existing seats, with the remainder of the seating being rented and installed in time for the Games.

The finish line in Centennial Stadium will be moved to the track's east side for better audience visibility and to adjust for prevailing winds. In addition, the stadium track will be rebuilt to give its turns a 40-metre radius rather than the existing 37-metre turns. Lutzmann says that the design work for the stadium alterations is nearly completed and the project is expected to go to tender in December.

"By February 1993, the University will be able to move its Centennial Stadium activities to the new track while the alterations to the stadium are in progress," says Lutzmann.

Financial Aid staff take brunt of work study pressures

By PATTY PITTS

It took less than four hours for the Student Employment Centre to assign 600 work study positions Sept. 17 to students who qualified under the provincial government's financial assistance program. Yet, the repercussions of that day lingered longer for Financial Aid staff who faced the frustration of supervisors who didn't obtain a work study position.

"I feel very badly for my support staff," says Nels Granewall, Student Financial Aid Services Manager. "It was a very disturbing week for us. We had so many cases that should be taken to the verbal abuse committee."

While there were more requests for work study positions than there was funding from the government, the percentage of students placed was higher this year than ever before. In the interest of fairness, jobs weren't posted until Sept. 14, giving students time to settle into the University. In response to their requests, supervisors were given a three-day period prior to the allotment of placement numbers to interview students. A placement number is necessary to confirm the work study position.

In 1991, job positions were posted at the start of classes and placement numbers were assigned immediately after, as soon

as supervisors selected a student for their position.

This year, extended interview time meant that by 9:00 a.m. Sept. 17 supervisors were ready with candidates for the jobs that attracted early interest from students, resulting in long lines, and jammed phone lines. Supervisors who hadn't yet selected a student, or didn't get their request for a placement number

"It was a very disturbing week for us. We had so many cases that should be taken to the verbal abuse committee."

answered before 1:00 p.m. that day found themselves without a work study student.

Granewall was especially upset that those who were abusive to his staff had signed contracts, as did all potential work study student supervisors, stating that approval of their projects was no guarantee of acquiring a work study student.

"We tried to be fair," says Granewall. "We allowed for a longer interview time to allow more students to apply for jobs. We could have taken the first 600 applications for positions right at the beginning, but that might have left us with positions for which no student was interested or qualified. This way supervisors had the opportunity to choose the student best qualified for the position."

He says the only solution to ensure that everyone who applies for a work study position gets one is for the provincial government to provide more funding to the program. Until that happens, adds Granewall, demand will always outstrip supply.

Quote

"Rational order in the technological world can be as fascinating as the fetishes of a Congo witch doctor."

—Eduardo Paolozzi (1924-)
Uppercase (London), no. 1

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The UVic Challenge

UVic Challenge Campaign donations can benefit staff

UVic faculty and staff members who received their UVic Challenge pledge forms in the campus mail have a wide variety of capital projects, funds and endowments to choose as recipients for their gift. The newest endowment fund is also one that will benefit non-faculty employees directly.

The gifts made to the University Employees Endowment Fund will be invested and the earnings will be spent on projects that will be recommended by the employees themselves. While priorities for the fund have not yet been established, its aim is to provide support in areas that will be of real benefit to employees while not replacing University funding in existing programs, or interfering in areas that the various bargaining units and employee groups would define as negotiable.

The direct involvement of its contributors is an important feature of the fund which is patterned after The Support Staff Fund at the University of Manitoba. At UVic, an advisory committee made up of staff members from each group of employees (A & AP, CUPE locals 917 and 951, Continuing Specialist Instructionals, exempt Staff and UVALA) will receive applications and make recommendations on how the money will be spent. UVic President David Strong has guaranteed contributions made to this fund and the other faculty and staff initiated funds that are part of The UVic Challenge will be matched by the provincial government under the University Matching Program.

Funds already established through the Campus Campaign include: Roger and Alisa Bishop Bursary (English); School of Business Scholarship; Chemistry Graduate Fund, Classics Endowment Fund; Computer Science 10th Anniversary Fund; Co-op Education Endowment Fund; December 6 Memorial Bursary; Economics Academic Initiatives; Faculty of Education Endowment; French Department Endowment; Geography Endowment Fund; History in Art fund; Student Moot and Counselling Competition Fund (Law); Law and Social Justice Fund; Math Equipment Endowment; Math and Statistics Endowment Fund; School of Music Endowment; Special Initiatives Fund; University Extension Endowment; University Health Services Endowment; Dr. Roy Watson Scholarships in Sociology, and Women's Studies Endowment Fund.

Further enquiries about the University Employees Endowment Fund, or any of the other funds, should be directed to Don Jones in Development and Alumni Relations at 721-7624.

In Memorium Gilian (Gil) Sherwin (nee McDade) 1942-1992

On Sept 25, Gil Sherwin, Senior Lab Instructor in the Department of Geography, died after a brave and inspirational 14-year battle with cancer. Gil came to the department as a lab instructor in 1969 after graduating from the University of the Witwatersrand and teaching for short periods in England and Vancouver. Within a year she became senior lab instructor, and held that position until 1991, when her failing health at last forced her retirement. The department and its members were forever changed and enriched because of those 21 years.

It is difficult to accept that such a joyful, energetic, and creative person is no longer with us, and it is impossible to fully express the impact that Gil had on all who knew her. Her influence on the department's lab and teaching

program, and on the many graduate students and TAs who have been a part of it, is incalculable. To a large degree, the geography lab program is the Gil Sherwin program. Gil's awesome organisational skills, enthusiasm, ideas, and sheer drive were such that no one who taught in the program or who was a student in one of the labs has been unaffected by her presence.

In everything she did, her personality and speech sparkled with crystalline energy and wit. Her professionalism was superb, but at the same time she was a true friend to all TAs and undergraduates, willing to take time to share and help in sorting out ideas on education or life goals. Her advice was sound and marked by a combination of down-to-earth common sense, whimsy, and fun that was indisputably Gil. She was an important role model at a time

when there were few women members on the department's teaching staff. Her campus activities extended well beyond the department, for she was a stalwart supporter of teaching improvement at the university. She was an active member of the Advisory Committee to the Learning and Teaching Centre, and participated in the campus-wide training sessions for graduate TAs. The Learning and Teaching Centre often called on her thoughtful advice and support.

Gil's long fight against cancer was inspirational, humbling, and awesome to all who knew her in the past 14 years. Her sheer courage, optimism, and refusal to succumb in the face of what seemed to be overwhelming adversity were, at times, simply beyond comprehension. Gil was, above all, a joyful person, and that joy in life

continued right to the end. She will be remembered for her joie de vivre, her talent for living a creative and productive life to the full, and for the manner in which she touched our hearts and our souls.

By a stroke of fortunate coincidence, the department had agreed, just two weeks before her death, to establish an annual teaching workshop in

honour of Gil's life and work at the university. Gil was moved and thrilled by the idea of a workshop that would continue to promote the standards of teaching, communication, and sharing of knowledge that were her trademark. During the last two weeks of her life, she helped to define and put the finishing touches to the workshop's objectives. Those who so wish can contribute to the Gil Sherwin Workshop for Teaching Excellence, c/o the Department of Geography.

—The University of Victoria
Department of Geography



Gilian Sherwin

Honorary degrees will go to four

Four outstanding individuals, representing various fields of endeavours, will be recognized at Fall Convocation during two ceremonies on Nov. 28.

Heidi von Born, an active promoter of Canadian literature in her native Sweden and throughout Scandinavia, was a Lansdowne Scholar at UVic in 1988. She will be awarded an Honorary Doctor of Letters degree. **Roger A. Côté** is a diplomat of the American Board of Pathology in both Anatomic Pathology and Clinical Pathology and currently is a Professor of Pathology and Director of the Department in the Faculty of Medicine at the Université de Sherbrooke. He will be awarded the

Honorary Doctor of Science degree. **Lord Perry of Walton**, was Director, Department of Biological Standards for the National Institute for Medical Research as well as Professor of Pharmacology at the University of Edinburgh. Lord Perry, who will receive an Honorary Doctor of Education, was Vice-Chancellor of the Open University in the United Kingdom from 1969-80. **John Peter L. Roberts**, currently the Dean of Fine Arts at the University of Calgary, has had a long career as an arts administrator and is a former Head of Music (Radio) of the CBC. He will be the recipient of a Doctor of Fine Arts degree.

Jack Dietrich — a man much admired

The unexpected death of Jack Dietrich on Sept. 16 while he was travelling in Germany has shocked and saddened his many friends and colleagues at UVic.

Dietrich, who developed UVic's electron microscope laboratory over 24 years, was travelling by train to the Foto-Kina photographic trade fair in Cologne when he suffered a heart attack.

"I'm going to miss him. A lot of people are. He was fun. He was just such a nice guy. Everybody respected Jack because he was so incredibly competent," says Dr. Arthur Fontaine (Biology), who taught and published with Dietrich over many years.

Born in 1926 in Lauterbach, West Germany, Dietrich trained initially as a druggist and technical photographer and took every opportunity to branch out into other fields, becoming skilled in the design of optical instruments, in biological micro-technique and eventually in electron microscopy. He came to UVic in 1968 from the University of Alberta—where he had been supervisor of Photographic Services for the entire university—as technical assistant to Dr. George Mackie (Biology) who also brought with him graduate student Chaman Singla. Dr. Singla worked with Dietrich and succeeded him as supervisor of the electron microscope lab when Dietrich retired last June.

At UVic Dietrich developed the electron microscope facilities in the Biology Department and worked with and advised faculty members, graduate students and outside industrial concerns around the world. "He had the endless curiosity of the true scholar. He was probably the only technician at this University with a requirement to do research written into his job description," says Mackie. His knowledge of photography was "encyclopedic" according to Dr. Robert O'Brien, adjunct professor in the Chemistry Department.

"He had a lot of talent in a lot of things," says Singla. "He published many papers and was always helpful whenever he was asked for advice. I learned a lot from him. I still can't believe it. It is a real loss."

"We got the [electron microscope] research off to a good start," says Mackie of the team he brought with

him from Alberta. "I know Jack was approached by a lot of people wanting to set up their own electron microscope labs." Among the labs he helped set up were the Pacific Forestry Lab on West Burnside and the Royal Jubilee Hospital.

"He had a lot of friends on campus. He had a passion for photographic chemistry. And, his hobby was theatre photography," says Tom Gore, head of the Biology Photographic labs.

"He was one of the finest scientific photographers in Canada," says Fontaine, adding that "Jack was often the one people turned to for information

on high flown technology. He also worked with local industries, such as Mac-Blo, making movies. He had a model [backdrop] forest built at home. He was the only person I know who could do trick photography—Hollywood type trickery."

Adds Singla, "He could make medicines. He knew basic things about how they are made."

Jack Dietrich

Dietrich continued his research after retirement. One of his most interesting projects, carried out in collaboration with W.D. Seufert of the Université de Sherbrooke, was photographs for the blind—a technique for converting photographs into tactile low relief sculptural forms. He and Fontaine continued collaborating: "We still had projects going. We were going to work this summer on a trick," says his UVic colleague.

Dietrich published about 17 research papers. Mackie stresses that Dietrich's research "was self-conceived, self-directed and self-executed. Jack was a technician not a professor but he successfully conducted a program of fundamental research on his own and in collaboration with other specialists throughout his life. He did it as a recognized part of his job and with funding from federal granting agencies. In both these respects he was probably unique."

Dietrich's friends at UVic are discussing possible memoriums to the man they admire. Among the tributes that have been suggested is an exhibition of his photography which would show Dietrich's nature photos, cat photos and theatre photos as well as his scientific work.

Dietrich is survived by his wife, Pat, and children John, Kay, Madeleine, and Elizabeth.

McPherson Library

Winter Session Hours 1992/93

Monday - Thursday	8:00 a.m. - 11:00 p.m.
Friday	8:00 a.m. - 9:00 p.m.
Saturday/Sunday	10:00 a.m. - 9:00 p.m.

Note: Some service units have shorter hours.

Monday, October 12 (Thanksgiving) Closed

Holiday and extended service hours will be posted.

University Training Committee established

BY KEN FARIS

UVic President David Strong has accepted a proposal from Peter van der Leeden, Director of the Human Resources Department, for a new University Training and Development Committee.

Dr. Strong accepted the terms of reference on September 25, paving the way for the formation of the ad hoc President's advisory committee.

"I think we will see the formation of this committee very shortly," says van der Leeden, adding that the President will be inviting participation on the committee by the various groups and individuals listed in the terms of reference.

The proposal recommends membership on the committee of the following: the Vice-President Academic and Provost, or nominee; a Dean nominated by the Deans'

Council; the Directors of Public Relations and Information Services, Student and Ancillary Services, Human Resources, Equity Issues and the Learning and Teaching Centre; nominees from CUPE Locals 951 and 917; a nominee from the Professional Staff Association; a nominee from the Exempt Employees group; and the University Librarian.

According to the terms of reference, the committee would be charged with the following undertakings:

- the development and recommendation to the President of an Employee Training and Development Policy
- researching and reporting to the President on the management, employee and organizational requirements for Training and Development
- the development and recommendation

to the President of an Employee Training and Development Plan and priorities for action

- the identification and recommendation of the required human and fiscal resources
- the provision of guidance and advice to the Director, Human Resources, on the implementation and evaluation of the Employee Training and Development Action Plan
- liaison with other organizations for resource and information sharing
- the review of, and the development of recommendations on, any Employee Training or Development issues referred by the President
- facilitating communication among employee and management representatives with respect to Employee Training and Development.

Supervisor Training courses filling quickly

The two Supervisor Training courses being offered this fall through UVic's Human Resources Department are filling quickly. Organizer Bonnie Hallett says the first session is already full and there is limited space left in the second course, which will run Oct. 14 and 15 and Nov. 9 and 10.

Facilitated by local training consultant Anne Schultz, the course will address topics such as the role of the supervisor, how to better organize yourself and others, characteristics of successful communicators, coaching and team building, setting and communicating performance objectives, and exploring models for problem solving and decision making.

Cost for the course is \$150 per participant, which may be paid through the departmental charge-back system.

For more information and to register, contact Bonnie Hallett in the Human Resources Department at 8093.

The following article is the first of two stories on the issue of staff training and development at UVic. This article focuses on a recent survey conducted on campus by the Human Resources Department. An article to be published in the October 16 issue of The Ring will highlight the views held by executive members of the various employee groups on campus.

Survey shows need for more staff training and development

Human Resources personnel optimistic situation will improve

BY KEN FARIS

The results of a recent survey conducted by the UVic Human Resources department reveal that, although there are many staff training and professional development opportunities for UVic employees, training needs are not addressed systematically and access is unequal.

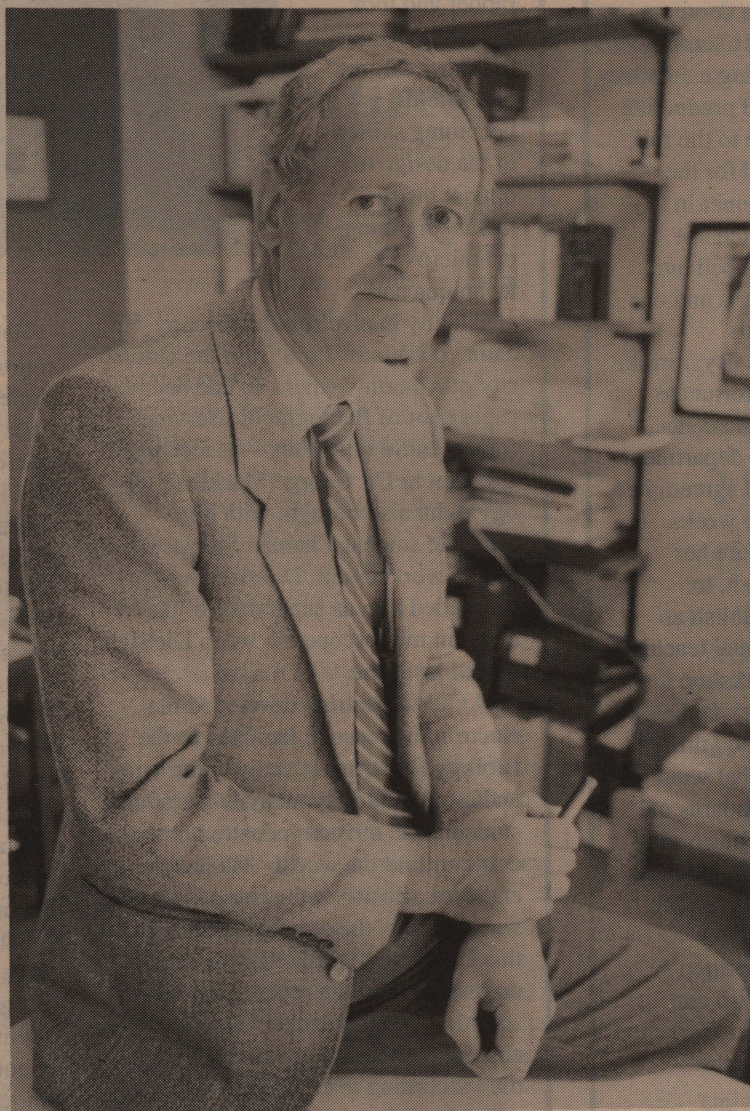
The survey, sent out in July to all deans, directors, chairs, managers and department heads, asked for a list of the various staff training and development opportunities offered by or through the departments on campus.

Approximately half of the 100 areas on campus that were surveyed responded. Answers by the respondents ranged from a blunt "Nil" in each category, to a lengthy and detailed list of every training and professional development opportunity offered to or by their departmental employees.

Human Resources Director Peter van der Leeden, who initiated the survey, says the results reveal what he had already expected: that, in the absence of a University training policy and central co-ordination, training and development opportunities vary considerably from department to department.

"It also confirms that the University is actually doing a lot of training and development on campus already," says van der Leeden. "For example, Computing Services is offering an outstanding and comprehensive training program, University Extension offers many courses of potential interest to employees, Food Services has an official career development plan for its workers, and many academic and non-academic departments are setting money aside for staff training. The big problem is that training is 'hit or miss' from an overall University perspective."

The survey has also accomplished another of van der Leeden's hopes: the generation of some focussed discussion on the issue of training and development priorities for UVic staff. Richard Piskor, Manager of Occupational Health and Safety



Ken Faris photo

van der Leeden

(OH&S), says it is interesting that certain departments which take advantage of the many training seminars offered by his department either did not respond to the survey or, if they did, failed to list OH&S programs taken by their employees during the past academic year.

"Perhaps we didn't do a good selling job for our programs," says Piskor. "We may start to advertise to staff the cost of our programs to outside people, as UBC does."

Renato Danesin, Radiation Protection Officer for OH&S, points out that outside agencies recognize the requirement for training and spend hundreds of dollars for the same radiation safety training or transportation of dangerous goods seminars currently offered free to UVic employees.

"Many of our programs are legislated programs," says Piskor, "yet for some reason, many departments didn't think to put these down as training opportunities for their staff. The perceptions among the UVic community of what is training and what is professional development need to change. The question is, how?"

Apart from the dollar value attributed to programs offered by departments such as Occupational Health and Safety, there are other benefits of such programs, points out Chemical/Biosafety Officer Daphne Donaldson, who teaches the legislated Workplace Hazardous Materials Information System (WHMIS) seminars on campus.

"WHMIS is a national program, so a certificate issued to a participant can be used beyond

UVic," she says. "The value of First Aid training—which some people might see more as development than training—is that it may also help in people's personal lives. The value of seminars in back injury prevention may not be as immediately apparent as is a Macintosh course, but there is a lasting benefit of this type of training."

"People generally aren't thinking of the concept of wellness," agrees Piskor. "People aren't thinking about prevention, they're thinking of immediate gain." He adds that his department still has a long way to go in promoting its training and professional development programs.

Van der Leeden notes that the survey shows that the largest single barrier to staff training and development on campus is a lack of funding. For example, Dr. Carol Gibson-Wood, Acting Chair of the Department of History in Art, writes: "At this time, due to our extremely tight budget, there is no available money for sending any of my staff members on training development courses, nor replacement money to hire someone while they are away on training. Hopefully in the future this situation will change."

Van der Leeden also hopes for this change. "I would say to all managers and directors and other university employees, 'You can't have it both ways. If you want to be trained, or if you want your staff to be trained, you cannot do that without making time available.' I hope the time will come that time spent away from the job on training and development will be recognized as a very legitimate expenditure for the department."

He says he also hopes that staff training and development planning will become a performance issue for managers. "I think administrative heads with budget responsibilities should be asked annually to consider a staff training budget line, even if it means re-arranging some priorities."

He says he is sympathetic toward managers of small departments, who find it difficult to

justify sending a staff member on a training course, but again, he says, it's a matter of perceptions. "The question for these managers is, 'Do I have enough funding for temporary replacements?' On the other hand, it's no different than when somebody is ill. When somebody is ill the department has to find a way to carry on."

Van der Leeden thinks that despite the current financial pressures on the University and tight departmental budgets, staff training and development will not become a lower priority.

"In fact, I found that there are many departments on campus that are spending more on training and development than I realized, but we don't have a central record of their activities. This survey has revealed to me that there are things going on in academic and other departments, and I think they will want to continue these."

Human Resources personnel are optimistic that staff training and development at UVic will improve. "There are problems we've identified, but there are also solutions," says Piskor. "We want to work with our colleagues here to solve the problems."

Van der Leeden says that it's very important to involve both managers and employees in developing a training and development program successfully.

"We have many people and departments on campus with the knowledge and experience to help, and who are willing to share. For example, University Extension, the School of Public Administration and the Learning and Teaching Centre have indicated their support. It's a very rich community in terms of those resources, but it still takes effort over and above what we're doing right now to co-ordinate it," says van der Leeden.

"I personally believe that it is important for the University's delivery of quality education services to students to also promote learning among its employees. Improvements in staff training and development would give that message," he says.

Meet the deans

The Ring in this edition begins a series of profiles of the University's new deans.

Graduate Studies Dean plans to communicate

Creating an "understanding conducive to fundraising" is Lazarevich's aim



BY DONNA DANYLCHUK

Lazarevich

Communication and fundraising are the two major objectives of UVic's new Dean of Graduate Studies Gordana Lazarevich.

"My self-imposed objective is to be an advocate for graduate studies at the local, provincial and national levels" said Lazarevich, during a recent interview in her new office on the second floor of University Centre. Laughing, she gestured apologetically at the random furnishings and bare walls which don't yet reflect her tastes. "My furniture hasn't come yet. There will be a couch, where people can be comfortable, and some fine prints on the walls," said the musician and scholar who moved on July 1 from the School of Music to the Graduate Studies office.

Attracted by the administrative challenge of leading a growing graduate faculty, Lazarevich accepted the deanship in the midst of a second three-year term as Director of the School of Music. From Columbia University in New York she came to UVic in 1974, when the School of Music was seven years old. "The University was quite a different place then from now. I've developed a sense of the institution and am excited by its growth."

She believes Graduate Studies is at a crossroads at UVic and accepted the position of dean because she wants to help shape its future: "Enrolment is expanding. It's now around 1,600. Today's world is undergoing rapid and complex changes and graduate students are the leaders of tomorrow. The function of Graduate Studies is to provide an environment for training for graduates, opportunities for research and a forum of discussion. In this kind of intellectual verve and excitement I really wanted to be at the helm."

The rapid expansion is exciting, acknowledges Lazarevich, "but also a problem in the current financial situation where there are not enough funds to support growth." Thus, the emphasis upon communication. It is necessary for Graduate Studies to acquire a higher profile through communication, she says, to "create an understanding conducive to fundraising."

"The current fiscal situation is such that I am not anticipating large influxes of additional monies, so I plan to raise money through a fundraising campaign." The campaign will be conducted in conjunction with the Capital Campaign but will be under the guidance of Graduate Studies, explains the dean.

To communicate the contributions of Graduate Studies, first to UVic and then to the wider community ("If UVic is not aware of the nature of graduate studies in different departments, how can we expect Victoria to be?"), Lazarevich plans to establish a repository of facts and figures for distribution, and to publish a monthly column in *The Ring*.

She wants to direct the funds raised towards more graduate scholarships and towards increased support and training for teaching assistants. Unlike many American universities which direct large sums of money and considerable time towards training graduates to teach, Canadian universities have neglected this role. "Canada is just becoming aware of the problems TAs face and the necessity for TA training. So many departments are dependent on graduate teaching assistants but the level of

supervision of TAs is not very consistent. They sink or swim in their first year of teaching, but this is not doing them or undergraduates any favour," Lazarevich observes.

She notes that the UVic Learning and Teaching Centre has initiated three-hour training sessions for teaching assistants, held at the start of the academic year. "This is an extremely important service to students which gives them the tools with which to face classes. We are one of the few universities in Canada to offer this training."

Lazarevich intends to continue with her own teaching while in the dean's office. "It is extremely important to me to share my scholarship with grad students. I refuse to have an administrative job remove me from contact with students."

Her scholarship, which has earned her national and international recognition, includes Canadian cultural studies of the 20th century. Her latest book, *The Musical World of Frances James and Murray Adaskin*, was published by University of Toronto Press in 1988. Her other field of scholarship is the Italian comic-musical theatre of the 18th century. "Not just the nature of the music but humour interests me, since humour is the mirror of society," she explains. "I am learning more about the mores and customs of 18th century society, particularly through reading texts."

Lazarevich's interest in music developed while she was living in Toronto, where her family emigrated from Yugoslavia in 1952. Winning first prize in the piano category in the CBC TransCanada Talent Festival encouraged her to go to New York in 1960 to attend the Julliard School for Performing Arts. She initially studied to become a performing pianist until her focus changed to the study of the history of music and musical styles. She earned her doctorate in musicology at Columbia University.

"All told I spent 13 years in New York, five of them teaching at Barnard College. But, being a Canadian nationalist at heart—Canada is my adopted country—I wanted to get back to Canada, which led me to UVic."

Upon her arrival in Victoria, Lazarevich began developing contacts in the surrounding community as well as at the University. She is on the board of the Victoria Symphony Orchestra, the Victoria Conservatory of Music, and the Victoria Commonwealth Games Society, and hopes these contacts will serve UVic well during her five-year tenure as dean. It is clearly her intention to spare no effort in spreading word throughout the community and country of "the variety, the verve, the exciting programs at this University."

REduce
use
recycle
port

The Ring would like to hear from people who have news of steps being taken on campus to help protect the environment.

Res recycling depends on individual involvement

BY PATTY PITTS

Students booking into residences in September found something new in their rooms—a blue recycling box. Over 1,200 of the familiar plastic boxes were distributed in the residences over the summer for students to use to cart their bond paper, newspaper and magazines down to the collection bins installed in five locations in the residence complex.

"The guests we had in residence over the summer said they were impressed to see the blue boxes in use," says Dino Asproloupous, Residence Recycling Promoter. "So far it looks as though the full time students are using the system."

As part of his duties, Asproloupous attends the regular meetings held in the various residence buildings to encourage students to recycle. He designs and posts a new recycling poster each week on the residence billboards in an effort to raise the profile of the program and urge involvement. While the look is different each week, the message is the same—a cleaner environment requires more than lip service, it requires individual effort.

"Students say that they want to recycle, but when it comes to walking 50 yards with their paper, they're less eager to do it," says Co-ordinator of Facilities and Housekeeping Services Leigh Andersen. "There is no recycling fairy. Every time someone doesn't recycle, someone else has to do it and that is added to the cost of residence fees."

Andersen uses glass juice bottles as an example. Purchased from vending machines, the bottles are taken away by the vending company as part of their agreement with Food Services. Yet, many of the bottles end up in the residences and are never returned to the bins beside the vending machines for removal. It ultimately falls to the University to remove them, and absorb the cost for doing so, at the end of the term.

"It all adds up," says Andersen. "Everyone has to take an individual responsibility for recycling to make this program work."

Many students are becoming involved in the program and have already approached Asproloupous with their ideas for reducing waste.

"We pretty much have recycling under control," he says, "so these suggestions involve reducing and re-using. Students have suggested sharing publications and keeping just one copy of *The Martlet* and the Cinecenta guide in the residence lounge to cut down on the amount of paper being used to produce publications in the first place."



Tania Strecheniuk photo

The University recently purchased eight new vehicles including vans, a pick-up truck and a dump truck. Shown here is one of the new Aerostar passenger vans sporting a white exterior and the newer University logo. The white vehicles are safer than the older dark green vehicles as they are more visible. They also cost about \$1,000 less than coloured ones.

The Office of Research Administration reports the following results of the 1992-93 SSHRC grants competitions

1992-93 SSHRC Research Grants

Alexander, R.S.	HIST	\$7,641	Organization of Liberal Opposition in France, 1815-30
Bavelas, J.B.	PSYC	27,000	Experimental Studies of Dialogue: Social and Nonverbal Processes
Bedeski, R.E.	POLI	24,700	Post-Industrial State in Contemporary Japan
Bradley, K.R.	CLAS	16,495	1. History of Slavery at Rome 2. A Historical Comm. on Apuleius' <i>Apologia</i>
Campbell, D.A.	CLAS	1,868	Edition (w/translation) of Greek Lyric Poetry
Carroll, W.K.	SOCI	35,308	Counter-Hegemony in Theory and Practice: Coalition-Formation in the New Social Movements
Dearden, P.	GEOG	19,000	Sustainable Development, Poverty and Biodiversity N. Thailand
Duffus, D.A.	GEOG	15,000	Recreation and Resource Management Theory to Non-consumptive Wildlife-Oriented Recreation
Dyson, L.L.	EDUC	9,125	Intervention—Siblings of Developmentally Handicapped Children
Eden, G.	SPAD	5,000	Statutory Protection Against Unjust Dismissal Covering Nonunion Workers under the Canadian Federal Jurisdiction
Gifford, R.D.	PSYC	26,410	Mapping Behaviour on Interpersonal Circle: Encoding and Decoding
Isler-de Jongh, E.	ARTH	16,825	Corpus Vitrearum du Canada
Kamboureli, S.	ENGL	9,411	A Poetics of Disparity: Ethnic Writing in English Canada
Kess, J.F.	LING	44,321	Japanese Psycholinguistics
Kinderman, W.A.	MUSI	18,700	Beethoven: A Critical Biography and Study of the Music
King, I.P.	ECON	5,950	Worker and Firm Heterogeneity in the Labour Market
Liscomb, K.M.	ARTH	23,022	Chinese Painting Collection from a 15th Century Tomb
Luus, C.A.E.	PSYC	22,830	Malleability of Eyewitness Confidence and Implications for Trier-of-Fact
McLaren, J.P.S.	LAW	44,000	History of Socio-Legal Control and Social Engineering in Canada, 1867-1939
Mulchahey, M.M.	HIST	14,032	Dominican Order and Popularization of Latin Learning—Tercento, Italy
Neufeldt, V.A.	ENGL	18,927	Writings of Patrick Branwell Bronte
Oleson, J.P.	CLAS	57,625	Excavate: Nomad, Farmer, Raider, and Soldier Jordanian Desert
Osborne, J.	ARTH	8,100	Drawings of Medieval Antiquities in Cassiano dal Pozzo's Museo
Pence, A.R.	CHIL	40,000	Longitudinal Follow-up to the Victoria and Vancouver Day Care Research
Porteous, J.D.	GEOG	15,000	Adjusting to Topocide
Rossi, E.	HISP	10,250	The Double Life of Spanish Poet Painters of the Golden Age (1525-1650)
Shrimpton, G.	CLAS	5,227	Fifth and Fourth Century Greek Historiography
St. Peter, C.	WOST	18,296	20th Century Irish Women's Fiction: Cultural, Political and Historical Contexts
Tsurumi, E.P.	HIST	25,914	Two Decades of Tension in Asian Studies
Turner, N.J.	ENVI	20,874	Shuswap Ethnobotany: More Than the Sum of the Parts
Veevers, J.E.	SOCI	36,372	The Cluttered Nest: Parents in Mid-Life Living with Adult Children
Waelti-Walters, J.	FREN	10,000	Jeanne Hyvrard, Theorist of the Modern World
Walker, R.B.J.	POLI	5,220	From International Relations to World Politics
Wilson-Moore, M.	ANTH	11,600	Abandoned Women and Children in Bangladesh
Wood, P.B.	HIST	10,495	Thomas Reid and the Scottish Enlightenment
Wootton, D.R.J.	HIST	13,200	From Utopia to Common Sense
Zhang, A.	ECON	15,140	Empirical Analysis of Oligopoly: Airline Markets
Zimmerman, D.	HIST	12,532	Social History—Officers and Enlisted Personnel of RCN 1939-45

1992-93 SSHRC Strategic Grants

Dastmalchian, A.	BUSI	29,800	Organizational Flexibility: Developing a Construct and its Examination in a Cross National Study
MacPherson, I.	HIST	12,700	Aboriginal Economic Development in Yukon and Northwest Territories
Pujol, M.A.	WOST	26,740	Assessment of Manitoba Pay Equity Legislation
Ricks, F.A.	CHIL	74,245	Developing Self-Management Skills for Organizational Success
Rutman, D.L.	HUMA	27,543	Caregiving as Women's Work: Study of Work Environments of Child Care Workers and Family Caregivers

1992-93 SSHRC Conference Grants

Booth, M.	THEA	3,005	Edwardian Theatre Conference
Sager, E.	HIST	7,000	B.C. Studies Conference 1992
Scott, L.R.	HEIS	4,300	Information Technology in Community Health (ITCH92)

1992-93 SSHRC Summer Institute

Dobell, A.R.	SPAD	52,195	International Summer Institute on
Loneragan, S.	CSRD		Environmental Security

Award established to encourage students

Dr. Bill McCarthy (Sociology) thinks outstanding students are too often not recognized for their work. In an effort to change that he has endowed an award for the best sociology honours essay. McCarthy hopes to present the award for the first time next year.

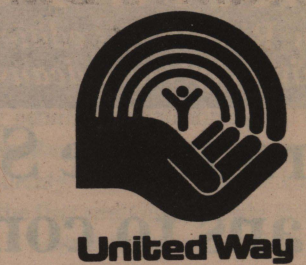
"In general, there are relatively few awards for social sciences students when compared to other disciplines," says McCarthy. "I've talked to students who have won awards and they spoke highly in favour of winning their prizes. They

considered it recognition for their hard work.

"As educators, we benefit from high quality students. Their work improves our teaching and research."

McCarthy hopes his example will encourage faculty members

in other departments to consider establishing awards that recognize high quality work from students. For further information about the Sociology Honours Essay Award contact the Uvic Development Office at 721-7624.



Dates set for United Way prize draws

First draw takes place on Oct. 9

A gift to the United Way could mean a gift for you. While the main objective of the Uvic campaign is to raise \$62,000 for the 37 local member agencies that are funded under the United Way umbrella, each donation acts as an entry for a grand prize draw.

This year's big prize is a weekend at luxurious Dunsmuir Lodge. The package includes dinner for two on Saturday evening, overnight accommodation and brunch the next morning. The draw for the grand prize will be made on Nov. 20.

Leading up to this draw will be three early draws for 10 prizes each on Oct. 9 and 23 and Nov. 6. Even if you're lucky enough to win Nels Granewall's home-baked baguettes or lunch at Dunsmuir Lodge, you'll still be eligible for the grand prize draw. Collection boxes for anonymous donations will be installed in the SUB and the Library.

Campus United Way volunteers will be stuffing pledge forms into envelopes on Oct. 2 for distribution to all regular Uvic employees. Any questions about this year's Campaign can be directed to the United Way volunteers representing various Uvic buildings and areas. These volunteers are: Begbie—Law and Law Library, April Katz, 8195; School of Business, Jill Evans, 8264; Campus Services—Bookstore and Co-op, Trudy Martin, 8310; Clearihue—A Wing and C Wing, Garry Charlton, 7567; Clearihue—B Wing, Dr. Robert McCue, 7392; Clearihue—D Wing, Dr. David Leeming, 7435; Commons—Food Services and Residences, Ina Bureau, 8433; Cornett, Lavonne Huneck, 7326; Cunningham, Hamish Bridgman, 7092; Elliot, Dr. Gerry Poulton, 7181; Fine Arts, Pat George, 8019; Human and Social Development, John Cossom, 8043; Petch—Engineering—Biochemistry, Susan Fiddler, 8625; Library, Margaret Vincent, 8260; MacLaurin—Education and Music, Dr. Walter Muir, 7789; McKinnon, Dr. David Docherty, 8375; Saunders, Vic Golinsky, 7617; Sedgewick, Judith Cryderman, 8088; University Centre, Upper Floor, Dave Clode, 8024; University Centre, Main Floor, David Glen, 8131 and Health Services, Evelyn Samuel, 7638.

Speakers Bureau, with new face, maintains busy fall pace

The Speakers Bureau continues this fall with a new 1992-93 brochure and a new secretary. Mandy Crocker of Public Relations and Information Services is now the Bureau secretary. She succeeds Darlene Hollingsworth who has left PRIS to join the Department of English. Crocker can be reached at local 8587.

The following members have filled speaking engagements for the Bureau since May:

MAY: Ms. Alexandra Bain, *Islam as Religion*, Rest Haven Lodge; Mr. Ian Baird, *Railway Travels in BC*, James Bay Lodge; Dr. J. Howard Brunt, *Falls Prevention*, The Kensington; Prof. M. Cheryl Crane, *Human Rights*, Oak Bay High Multicultural Club; Dr. David Docherty, *Fitness for All Ages*, Victoria Laryngectomy Club; Dr. Lily Dyson, *Parenting Preschool Children*, Oak Bay Parent Resource Group; Dr. Byron Ehle, *Just How Useful are Microprocessors in the Home?*, Kiwanis Seniors; Dr. Orville Elliot, *Life in SE Asia*, Parkwood Care Centre; Dr. Orville Elliot, *Malaya 1990*, Kiwanis Seniors; Prof. April Katz, *Wills & Estates*, Lansdowne Co-operative Preschool; Dr. Don Knowles, *Loss in Childhood*, Esquimalt Neighbourhood House; Dr. Robert Lawrence, *Victoria as It was in 1929*, P.E.O.; Mr. Ian Main, *Technological Solutions to Environmental Problems*, Cordova Bay Kiwanis; Dr. Arthur Olson, *Care Givers—The Survivors of Alzheimer Disease*, SHARPs; Dr. Arthur Olson, *Care Givers—The Survivors of Alzheimer Disease*, The Kensington; Dr. Phyllis Senese, *Gangs/Youth Violence/Racism—Myth or Reality?*, Oak Bay High Multicultural Club; Ms. Marion Small, *Women in Whose Honour BC Schools have been Named*, Memorial Pavilion Therapy Services; Prof. J. Barry Worsfold, *Aging & Sexuality*, Federal Civil Service National Association

JUNE: Ms. Alexandra Bain, *Islamic Architecture*, Oak Bay Lodge; Dr. Orville Elliot, *Return to Czarist Russia*, Berwick House; Dr. Robert Fowler, *The Ministry of Education's Year 2000*, Kiwanis Seniors; Dr. Robert Gifford, *What is Environmental Psychology?*, Kiwanis Seniors; Dr. Cary Goulson, *Two Months in China*, Marrior Gardens; Dr. Dan Koenig, *Demography of the 1960s*, Central Jr. Secondary Grade 9; Dr. Margie Mayfield, *Educational Toys from the Basement & Kitchen*, Southern Vancouver Island Family Daycare Association; Prof. John McLaren, *History of Racial Discrimination in BC*, Saanich Kiwanis; Prof. Lyman Robinson, *Debtor-Creditor Relations—Bankruptcy*, Cordova Bay Kiwanis; Dr. Tom



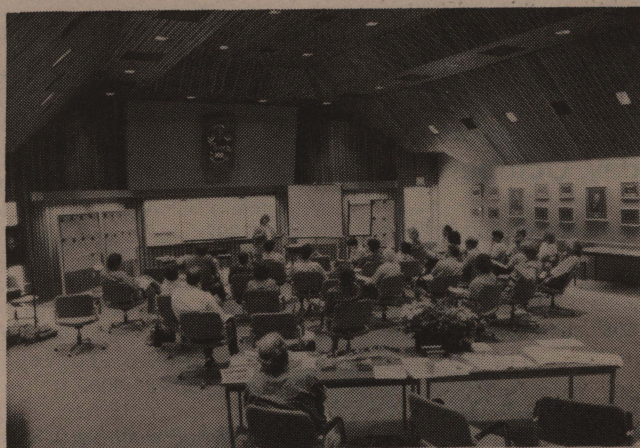
Crocker
Saunders, Hitler & the Third Reich, Vancouver Island Arms Collectors Association

JULY: Dr. John Climenhaga, *Asteroids & Comets*, Marrior Gardens; Ms. Beverley Glover, *Park Hopping—A Naturalist's Journey from Ontario to the Island*, Cubbon Adult Day Care Centre; Dr. Barbara Harris, *Chinook Jargon Names*, Kiwanis Seniors; Ms. Marilyn Kowalchuk, *Engineering Co-op*, PROBUS Club; Dr. Ian MacPherson, *Settling the West*, Oak Bay Lodge; Dr. Margie Mayfield, *The Travelling Woman*, Marrior Gardens; Dr. Patricia Roy, *British Columbia in 1939*, Cubbon Adult Day Care Centre

AUGUST: Mr. Ian Baird, *Railway Travels in BC*, Cubbon Adult Day Care Centre; Ms. Paula McFadyen, *Introduction to Fitness*, William Head Institution; Dr. Barbara Harris, *Development of Canadian English*, Cubbon Adult Day Care Centre; Dr. Jeremy Tatum, *Butterflies*, Goward House

Society; Dr. Margot Wilson-Moore, *Bangladesh*, Saanich Kiwanis; Prof. Gerry Ferguson, *Euthanasia: Withholding Medical Treatment*, Kiwanis Seniors; Ms. Sue Bock, *Fitness Motivation*, William Head Institution; Mr. Gordon Slivert, *Principles of Strength Training*, William Head Institution; Dr. Jon C. Muzio, *World of Tomorrow—Future Uses of Computers*, Kiwanis Seniors.

SEPT: Ms. M. Kowalchuk, *Engineering Co-op*, Kiwanis Seniors; Dr. B. M. Young, *Japanese Culture*, Kiwanis Seniors; Dr. R. Bell, *Exercise-Aging-Health*, Canadian Diabetes Association; Mr. G. Young, *Government Taxation & Spending*, Men's Newcomers; Dr. Elaine Gallagher, *Falls Prevention*, Goward House Society; Dr. Margot Wilson-Moore, *Bangladesh*, Berwick House; Dr. Rick Hudson, *Canadian Arctic Greenland's*, Cubbon Adult Day Care Centre; Dr. Robert Bedeski, *Current Politics of Korea*, Cubbon Adult Day Care Centre; Mr. Terry Wuester, *Psychology Consumer Protection*, B.C. Provincial Government Retirement Employment; Dr. Margot Wilson-Moore, *Anthropology*, Bayside Middle School; Dr. Michael Hadley, *Submarines*, Parkwood Retirement Residence; Mr. Hamar Foster, *Native Law & Land Claims*, Oak Bay Men's United Church; Ms. Monica Aldy, *Olympic Judging*, Edward Milne Community School.



Second annual institute held in UVic Senate and Board Chambers

Pacific Institute rejuvenates college and university teachers

UVic's Pacific Institute, the only summer school for higher education faculty held west of Prince Edward Island, once again drew rave reviews from the 26 participants who attended the four and a half day Institute in August.

The second annual Institute, presented by the Learning and Teaching Centre, attracted praise for the rejuvenating effect the program had on participants.

"The Institute attracts people who find teaching interesting and want to do better at it," explains Dr. Andy Farquharson, Institute Director. "It helps faculty become aware of the body of knowledge about teaching that is available to them. Those resources make teaching more enjoyable."

This year's participants came from across Canada and from as far south as Utah. Farquharson was pleased that they represented various disciplines at both the university and college level. The format that included the exploration of new teaching methods and assessment approaches to increase student involvement in the learning process appealed to teachers at all stages of their careers.

"Even senior people said the program had an impact on them," says Farquharson. "People enjoyed the opportunity to do, and observe other people, teaching."

In evaluating the program, participants emphasized that the Institute had generated a renewed enthusiasm for teaching and they

Letters

Don't glorify teaching at expense of research, pleas prof

Dear Editor,

The Report of the Commission of Inquiry on Canadian University Education (the Smith Committee) in 1991 stressed the relative neglect of teaching and urged strong remedial measures. The recent Report of the University of Victoria Task Force on Teaching is consistent with the approach of the Smith Committee, and its recommendations should be carefully considered and, in my view with one small change, enthusiastically endorsed by faculty.

Entirely appropriately, recommendation III 5 provides for equal recognition of teaching and research in the various faculty evaluation decision-making processes. Recommendation III 7 goes on, however, to deal with promotion to Professor and to suggest a change in wording in the Tenure Document (section 3.6.a) which would include, "superior intellectual attainment or effectiveness in teaching", and "shown outstanding scholarship or effectiveness in teaching". Whatever the intention of this change in wording, a possible, even likely, effect is that outstanding teaching may be used as an alternative to outstanding research. In short, would be solved by substituting "and" for "or" in the sections quoted above. The quality of teaching in a university ultimately depends on the quality of the continuing scholarly activity of faculty members; to allow teaching to be substituted for research would therefore ultimately degrade the quality of teaching. I urge faculty members to argue that BOTH outstanding research AND outstanding teaching should be the necessary and sufficient conditions for promotion to Professor at the University of Victoria. Let us by all means glorify teaching, but with, not instead of research.

Yours sincerely

James Cutt

Public Administration

Letter of their discontent

Letter to the Editor

About the process of getting Work Study students this year: Who was responsible for the lineups that took up to 1.5 hours to get through on the morning of 17 September 1992? This was not a happy experience, and as a result we demand an extraordinarily convoluted excuse, but a lynching will do.

Sincerely,

Elizabeth Archibald, Kim Blank, Arnold Keller, John Tucker
Reg Terry (English)

Parting shots

Letter to the Editor,

I read with interest that Trevor Matthews will be stepping down as VP Administration. I assume though, that this means he will continue to teach economics as he has for many years. Well Trev, the good news is that you will be available to teach other than at 4:30 p.m. (perhaps even chemistry, since I believe that's the area of your first degree), the bad news is that now in the mornings you will have to repeat all your lectures at least twice, since no room is available that holds more than six students!!

Reg Mitchell

(Chemistry)

praised, the high quality of the Institute and the congenial and supportive atmosphere of the event.

This year's resource people, Dr. Maryellen Weimer, research associate of the National Centre on Teaching, Learning and Assessment based at Penn State University, Dr. Joe Parsons, Coordinator of UVic's University Learning Skills program and Dr. Gary Poole, Director of Teaching at SFU, will all return to the Institute next year, which is scheduled to take place August 8-12.

The office of the Vice-President Academic and Provost finances eight positions (one each per faculty) for UVic faculty members who want to attend the Institute. As yet, there

are few courses offered those who plan to teach at the university or college level although interest in specialized instruction is increasing. The Learning and Teaching Centre sponsors a graduate course Ed. B 590 "Teaching and Learning in Higher Education" (presently offered through the Faculty of Education), which is consistently over-subscribed.

Satisfied participants in the Pacific Institute are encouraging other institutions to develop similar programs. At the conclusion of this year's program, four other Canadian universities asked for copies of the Institute's program plan, acknowledging the positive impact the Institute has on those who teach at colleges and universities.

Calendar

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS OCTOBER 9.

A ATHLETICS E EXHIBITIONS F FILMS L LECTURES M MUSIC R RECREATION T THEATRE W WORKSHOPS & CONFERENCES O OTHER

Continuing

E 10:00 a.m. Green by Post. Images of environmentalism in Commonwealth postage stamps. To October 18. Maltwood Art Museum & Gallery. University Centre Bldg. Info 721-8298.

O 11 a.m. to 2:00 p.m. every Wednesday in the University Centre foyer, the SUB Green Plan Committee of the UVic Students' Society is collecting plain and coloured cardboard and plastics marked with a 1 or 2 (inside the recycling symbol) for recycling. As well as the weekly collection, these items, along with plain and coloured bond paper and newsprint, are accepted on an ongoing basis in the UVSS Resource Centre, room 135 in the SUB. Info 721-8368 or 8629.

O 1:30 p.m. Muslim Prayers. Every Friday. Interfaith Chapel. Info 721-8338.

O 4:00 p.m. Islamic Teaching Series. Last Sunday of every month. Interfaith Chapel, University of Victoria.

Friday, October 2

M 12:30 p.m. *Fridaymusic*. School of Music students perform selections for various instruments. Phillip T. Young Recital Hall. Info 721-7903.

O 12:30 p.m. Reading by W.P. Kinsella. Author of "Shoeless Joe" & "Box Socials" (Creative Writing). Fine Arts Bldg. 103. Info 721-7306.

F 2:30 & 7:00 & 9:25 & 12:00 p.m. *Alien 3* (USA, 1992) David Fincher. *Alien* (GB, 1979) Ridley Scott. *Aliens* (USA, 1986) James Cameron. *Alien 3* (USA, 1992) David Fincher. Aliens Triple Bill: all 3 films + small popcorn & pop for \$10. SUB Theatre. Info 721-8365.

L 3:00 p.m. *The Two Faces of Angiosperm Pollen*. Dr. M. Zaki, UVic. Lecture (Biology). Cunningham 146. Info 721-7094.

L 3:30 p.m. *Canadian High Arctic Eocene Fossil Forests, Environments and Climates*. David Greenwood, University of Saskatchewan. Lecture (Earth & Ocean Sciences). Cornett B145. Info 721-8848.

Saturday, October 3

A 12:00 p.m. Women's soccer. UVic vs Calgary. Centennial Stadium. Info 721-8406.

A 2:00 p.m. Men's soccer. UVic vs. Calgary. Centennial Stadium. Info 721-8406.

F 2:30 & 7:00 & 9:25 & 12:00 p.m. *Alien 3* (USA, 1992) David Fincher. *Alien* (GB, 1979) Ridley Scott. *Aliens* (USA, 1986) James Cameron. *Alien 3* (USA, 1992) David Fincher. Aliens Triple Bill: all 3 films + small popcorn & pop for \$10. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Faculty Chamber Music Series Lafayette String Quartet*. \$6-\$10. Phillip T. Young Recital Hall. Info 721-7903.

Sunday, October 4

A 12:00 p.m. Women's soccer. UVic vs Lethbridge. Field 4 (beside stadium). Info 721-8406.

A 12:30 p.m. Men's soccer. UVic vs Lethbridge. Centennial Stadium. Info 721-8406.

F 7:10 & 9:20 p.m. *Where Angels Fear to Tread* (GB, 1991). \$3.75-\$5.75 at door. SUB Theatre. Info

721-8365.

M 8:00 p.m. *Faculty Chamber Music Series Lafayette String Quartet*. \$6-\$10. Phillip T. Young Recital Hall. Info 721-7903.

Monday, October 5

F 7:20 & 9:10 p.m. *Powwow Highway* (GB/USA, 1988). \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. *Feminism & Prostitution: The Uneasy Debate*. Dr. Christine Overall, Queen's University. Lansdowne Lecture. (Philosophy). University Centre A180. Info 721-7512.

Tuesday, October 6

E 8:00 a.m. Work by Phyllis Serota. To November 2. McPherson library gallery. Info 721-8298.

O 9:00 a.m. AESEC Career Day. To October 7. University Centre Foyer. Info 721-8299.

L 2:30 p.m. *Liszt's Hamlet and Hamlet's Ophelia*. Music Graduate Students' Colloquium presents Dr. Joan Backus. MacLaurin B120. Info 721-7903.

F 7:00 & 9:20 p.m. *Thieves Like Us* (USA, 1974). \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. *Tropical Forests: Their Future and Our Future*. Dr. Norman Myers. Super Series Lecture. \$6-\$7 at Newcombe & University Centre box offices. University Centre Auditorium. Info 387-5745.

Wednesday, October 7

O 12:00 p.m. *AIDS Awareness and the University Campus*. SUB Theatre. Info 721-8972.

F 7:00 & 9:25 p.m. *Raise the Red Lantern* (Hong Kong/PRC, 1991). \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

T 8:00 p.m. *Mump & Smoot*. Michael Kennard & John Turner. A Fringe Festival event. Phoenix Theatre. Info 721-8000.

L 8:15 p.m. *A Talk in Tandem-A behind the scenes look at the bestselling books plus one in the making by the authors*. David Cruise and Alison Griffiths. Lecture (University Extension). \$2 at door. Begbie 159. Info 592-5509.

Thursday, October 8

L 11:30 a.m. *Studies of Transient Species with Negative ion Photodetachment*. Dr. Daniel M. Neumark, University of California. Lecture (Chemistry). Elliott 160. Info 721-7152.

L 4:30 p.m. *Teaching Academic ESL: Methodology and Tips*. Nick Collins, Capilano College. Lecture (Linguistics). Clearihue A210. Info 721-7424.

F 7:00 & 9:25 p.m. *Raise the Red Lantern* (Hong Kong/PRC, 1991). \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

L 8:00 p.m. *The Travails of Democracy, East and West*. Dr. Shirley Williams, Harvard University. President's Distinguished Lecture. David Lam Auditorium, MacLaurin A144. Info 721-8152.

L 8:00 p.m. *Rediscover The World*. Jean-Michel Cousteau. Super

Series Lecture. \$9-\$14 for single event or \$29-\$48 for series ticket at University Centre, McPherson & Hillside box offices. University Centre Auditorium. Info 721-8480.

T 8:00 p.m. *Mump & Smoot*. Michael Kennard & John Turner. A Fringe Festival event. Phoenix Theatre. Info 721-8000.

Friday, October 9

M 12:30 p.m. *Fridaymusic*. School of Music students perform a selection for voice. Phillip T. Young Recital Hall. Info 721-7903.

F 2:30 & 7:00 & 9:30 p.m. & 12:00 a.m. *Batman Returns* (USA, 1992). *Batman* (USA, 1989). \$3.75-\$5.75 at door. Matinee \$3. SUB Theatre. Info 721-8365.

T 8:00 p.m. *Mump & Smoot*. Michael Kennard & John Turner. A Fringe Festival event. Phoenix Theatre. Info 721-8000.

Saturday, October 10

L 8:50 a.m. Campus Forum on Asia-Pacific Activities. Lecture (Centre Asia-Pacific Initiatives). Preregistration. Dunsmuir Lodge. Info 721-7020.

F 2:30 & 7:00 & 9:30 p.m. & 12:00 a.m. *Batman Returns* (USA, 1992). *Batman* (USA, 1989). \$3.75-\$5.75 at door. Matinee \$3. SUB Theatre. Info 721-8365.

Sunday, October 11

F 7:30 p.m. *A Passage to India* (GB, 1984) David Lean. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Monday, October 12

F 7:10 & 9:15 p.m. *Babette's Feast* (Denmark, 1987) Gabriel Axel. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Tuesday, October 13

M 2:30 p.m. *Dealing with Performance Anxiety*. M. Mus. graduate student Anne Bennett gives a presentation and leads a discussion. MacLaurin B120. Info 721-7903.

F 7:30 p.m. *Nashville* (USA, 1975) Robert Altman. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Wed., October 14

L 10:30 a.m. *Graph Types*. Michael Schwartzbach, Aarhus University, Denmark. Lecture (Sponsored by Dr. B. Freeman-Benson). Engineering Office Wing 430. Info 721-7209.

F 7:10 & 9:00 p.m. *Proof* (Australia, 1991) Jocelyn Moorhouse. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. Royal Astronomical Society of Canada meeting. Dr. Henrik Vedel. Elliott 061. Info 721-3803.

M 8:00 p.m. *B. Mus. Recital*. Troy Topnik, guitar. Phillip T. Young Recital Hall. Info 721-7903.

Thursday, October 15

L 10:30 a.m. *Constraint Pattern as a Basis for Object-Oriented Constraint Programming*. Bruce Horn, Carnegie Mellon University, Pittsburgh, Pennsylvania. Lecture (Sponsored by Dr. B. Freeman-Benson). Engineering Office Wing

430. Info 721-7209.

L 11:30 a.m. *Reactions of Transition Metal Complexes containing Dihydrogen with the H-H Bond Intact*. Dr. Bob Morris, University of Toronto. Lecture (Chemistry). Elliott 160. Info 721-7152.

L 12:30 p.m. Richard Epp will give a lecture on the background, significance, & set of Japango (Theatre). Phoenix Theatre. Info 721-7992.

L 4:00 p.m. *WIMPS and the Big Bang*. John Faulkner. Lecture (Physics & Astronomy). Elliott 061. Info 721-7700.

L 4:30 p.m. *ESL Literacy Training for Pre-literate Adults*. Louise Baur, formerly of Camosun College. (Linguistics). Clearihue A210. Info 721-7424.

F 7:10 & 9:00 p.m. *Proof* (Australia, 1991) Jocelyn Moorhouse. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

T 8:00 p.m. *Japango*. Morgan Gadd, Faculty Director. Christopher Columbus. \$11-\$13 at Phoenix Theatre box office. Phoenix Theatre. Info 721-8000.

Friday, October 16

M 12:30 p.m. *Fridaymusic*. School of Music students perform works for woodwinds. Phillip T. Young Recital Hall. Info 721-7903.

O 1:30 p.m. *Women's History Symposium*. To help celebrate women's history month in October the department of history is sponsoring a symposium on Canadian women's history. Panel on researching women's history. Begbie 158. Info 721-7392.

F 2:30 & 7:00 & 9:30 p.m. *35 Up* (GB, 1991) Michael Apted. \$3 matinee. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

O 3:30 p.m. *Women's History Symposium*. Panel on teaching women's history. Begbie 158. Info 721-7392.

T 8:00 p.m. *Japango*. Morgan Gadd, Faculty Director. Christopher Columbus. \$11-\$13 at Phoenix Theatre box office. Phoenix Theatre. Info 721-8000.

F 12:00 a.m. *Eraserhead* (USA, 1976) David Lynch. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

Saturday, October 17

A 12:00 p.m. Women's soccer. UVic vs Alberta. Centennial Stadium. Info 721-8406.

A 2:00 p.m. Men's soccer. UVic vs Alberta. Centennial Stadium. Info 721-8406.

F 2:30 & 7:00 & 9:30 p.m. *35 Up* (GB, 1991) Michael Apted. \$3 matinee. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

A 5:30 p.m. Women's basketball. UVic vs Alumni. McKinnon Gym. Info 721-8406.

A 7:30 p.m. Men's basketball. UVic vs Alumni. McKinnon Gym. Info 721-8406.

T 8:00 p.m. *Japango*. Morgan Gadd, Faculty Director. Christopher Columbus. \$11-\$13 at Phoenix Theatre box office. Phoenix Theatre. Info 721-8000.

M 8:00 p.m. *Faculty Recital*. Works by Creston, Milhaud, Maurice &

Muczinsky. \$5-\$8. Phillip T. Young Recital Hall. Info 721-7903.

F 12:00 a.m. *Eraserhead* (USA, 1976) David Lynch. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

SDP founder to deliver President's Distinguished Lecture

A leading figure in British politics, who co-founded that nation's Social Democratic Party (SDP), will deliver the next President's Distinguished Lecture. Dr. Shirley Williams will speak on "The Travails of Democracy, East and West" Oct. 8 at 8:00 p.m. in the David Lam Auditorium in the MacLaurin Building.

Currently the public service professor of electoral politics at the John F. Kennedy School of Government at Harvard University, Williams served in several cabinet posts in Britain's Labour governments of the 1960s and 1970s. She left the party in 1981 saying, "I believe the party I loved and worked for over so many years no longer exists."

She helped found the SDP with fellow disenchanted former Labour Party members and was re-elected to Parliament as an SDP member in 1981. Williams was President of the SDP from 1982 until her retirement from electoral politics in 1988.

In addition to her lecture, Williams will deliver a seminar "Masstricht and Beyond" Oct. 9 at 10:00 a.m. in the Senate Chamber in University Centre.

Former Kennedy advisor to discuss U.S. Presidency

Professor Richard Neustadt, a former aide to President Harry Truman and a former advisor to Presidents John F. Kennedy and Lyndon Johnson, will deliver a lecture on "The American Presidency in the 1990s" at 12:30 p.m. Oct. 9 in Begbie 159. Neustadt is currently the Douglas Dillon Professor of Government Emeritus at the John F. Kennedy School of Government.

Neustadt is one of the leading authorities on the American Presidency and his book, *Presidential Power*, first published in 1960 and recently updated under the title *Presidential Power and the Modern Presidents: The Politics of Leadership from Roosevelt to Reagan*, is one of the classics in the field.